

	HARTFORD POLICE DEPARTMENT POLICY AND PROCEDURE GENERAL ORDER	Distribution	General Order Number
		ALL PERSONNEL	3.01
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Order Title: USE OF FORCE – GENERAL		Accreditation Standard:	Section
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		Section Title RULES OF CONDUCT	
Rescinds: 3.01 Use of Force – General (2020)		 Jason Thody, Chief of Police	

This General Order is for departmental use only and does not apply in any criminal or civil proceeding. This General Order should not be construed as creation of a higher legal standard of safety or care in an evidentiary sense with respect to third party claims. Violations of this General Order will only form the basis for departmental administrative sanctions. Violations of law will form the basis for civil and criminal sanctions in a recognized judicial setting

I. PURPOSE

To establish the Hartford Police Department’s guidelines and limitations concerning the appropriate and acceptable use of deadly and non-deadly force.

II. POLICY

It is the policy of the Hartford Police Department (“Department”) to provide clear procedures to sworn officers regarding the use of force in the performance of their duties.

The main responsibility of Department officers is to protect the life and property of civilians. Above all else, the sanctity of human life (the public, police officers and suspects alike) should be at the heart of everything Hartford Police Officers do. In compliance with applicable law, officers shall use only the amount of force necessary and reasonable to accomplish lawful objectives and to control a situation, effect an arrest, overcome resistance to arrest, or defend themselves or others from harm. When force is necessary, the degree of force employed should be in direct relationship to the amount of resistance exerted, or the immediate threat to the officers or others. There is a compelling public interest that officers authorized to exercise the use of force do so in an objectively reasonable manner and in a way that does not violate the civil rights guaranteed by our Constitution and applicable law. Officers who use excessive or unjustified force degrade the confidence of the community that they serve, undermine the legitimacy of a police officer’s authority, and hinder the Department’s ability to provide effective law enforcement services to the community.



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Officers who use excessive or unauthorized force shall be subject to discipline, possible criminal prosecution, and/or civil liability. Use of force is only authorized when it is objectively reasonable and for a lawful purpose. Accordingly, the Department will thoroughly review and/or investigate all uses of force by officers to assure compliance with all legal requirements and this policy.

III. DEFINITIONS

Actively Resisting: When a subject makes physically evasive movements to interfere with an officer's attempt to control that subject; including bracing, tensing, pulling away, actual or attempted flight, or pushing.

Authorized Weapons: Weapons that meet Department specifications and that officers are permitted to carry, and for which officers successfully complete proficiency and safety training.

Critical Firearm Discharge: A discharge of a firearm by a Hartford Police Department officer to the extent such discharges are authorized under this policy (See General Order 3.07, Firearms Policy.) Range and training discharges, and discharges at animals are not included under this section.

Deadly Force: Any physical force that can reasonably be expected to cause death or serious physical injury. Officers must understand that deadly physical force is an extreme measure and should only be used in accordance with the law and as stated in this policy.

De-escalation: A decrease in the severity of force used in an incident in direct response to a decrease in the level of resistance.

Electronic Control Weapon (ECW): An incapacitating, intermediate weapon used for subduing a person by administering an electric shock for the purpose of disrupting voluntary muscle functions. This is an intermediate weapon and is classified as non-deadly. The weapon should only be used when an officer is met with active resistance.

Force: Any physical strike or instrumental contact with a person; any intentional attempted physical strike or instrumental contact that does not take effect; or any significant physical contact that restricts the movement of a person. The term includes: aiming of a firearm, discharge of a firearm, use of chemical agents, use of impact weapons, use of an electronic control weapon (ECW), taking a subject to the ground, and any physical contact that includes control techniques. The term does not include escorting or handcuffing a person with minimal or no resistance. Use of force is lawful if it is **objectively reasonable** under the circumstances to affect an arrest or protect the officer or another person.



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Great Bodily Harm/Serious Physical Injury: Serious bodily injury that creates a substantial risk of death, causes serious or permanent disfigurement, or results in long-term loss or impairment of the functioning of any bodily member or organ.

Hard Hand Control: Impact oriented techniques that include knee strikes, elbow strikes, punches, takedowns and kicks. Control strikes are used to subdue a subject and include strikes to pressure points such as: the common peroneal (side of the leg), radial nerve (top of the forearm), or brachial plexus origin (side of neck).

- Defensive strikes are used by officers to protect themselves from attack and may include strikes to other areas of the body, including the abdomen or head. Techniques in this category include pressure point controls, stunning or striking actions delivered to a subject's body with the hand, fist, forearm, legs, or feet. These techniques target the major muscle groups and are delivered to create muscle cramping, thereby inhibiting muscle action and allowing the officer to subdue the subject. In extreme cases of self-defense, the officer may need to strike more fragile areas of the body where the potential for injury is greater. The use of neck restraints, chokeholds, or other similar weaponless control techniques, however, are prohibited unless the use of deadly force is authorized.

Imminent Threat: An officer's reasonable perception of impending danger, death, or serious injury from any action or outcome that may occur during an encounter. A subject may pose an imminent or impending threat even if he or she is not pointing a weapon at the officer but has, for example, a weapon within reach, is running for cover carrying a weapon, or running to a place where the officer has reason to believe a weapon is available.

Impact Weapons: Department-approved tools that provide a method for gaining control of a subject when lethal force is not justified, but when empty-hand control techniques are not sufficient to effect control.

Level of Control: The amount of force that an officer uses to gain control over a subject.

Level of Resistance: The amount of force used by a subject to resist compliance with the lawful order or action of an officer.

Non-Lethal: Any force used by an officer that would not reasonably be expected to cause death.

Non-Verbal and Verbal Non-Compliance: When a subject expresses his/her intentions not to comply with an officer's directive through verbal and non-verbal means. An officer may encounter statements ranging from pleading to physical threats. Such statements may also include physical gestures, stances, and subconscious mannerisms.



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Objectively Reasonable Force: The degree of force used in effecting an arrest, investigatory stop, or other seizure is evaluated by using an objective, reasonable police officer standard. The reasonableness of each particular use of force will be judged from the perspective of a reasonable officer on the scene, based on the facts and circumstances known to and confronting the officer at the time. (See, *Graham v. Connor*, 490 US 388 (1989).) In determining the appropriate level of force to be used, officers shall evaluate each situation in light of the unique facts and circumstances of each case. Those factors include, but are not limited to, the seriousness of the crime or suspected offense; the level of threat or resistance presented by the subject; the risk or apparent attempt by the subject to escape; and whether the subject was posing an imminent threat to officers or others.

Oleoresin Capsicum (OC) Spray: An inflammatory agent that irritates the mucus membranes and eyes to cause tears and pain. It is an intermediate weapon that is classified as being non-lethal. It should only be used, however, when an officer is met with active resistance.

Passive Resistance: When a subject does not cooperate with an officer's commands but does not take action to prevent being taken into custody. For example, a protestor who lies down in front of a doorway and must be carried away upon arrest.

Reasonable Belief: Facts or circumstances that would cause a reasonable, similarly trained police officer to act or think in a similar manner, under similar circumstances.

Soft Hand Control: The use of physical strength and skill in defensive tactics to control arrestees who are reluctant to be taken into custody and offer some degree of physical resistance. Such techniques are not impact oriented and include pain compliance pressure points, joint locks, and simply grabbing a subject. Touching or escort holds may be appropriate for use against levels of passive physical resistance.

Verbal Commands: The use of advice, persuasion, warnings, and or clear directions prior to resorting to actual physical force. In an arrest situation, officers shall, when feasible, give the arrestee simple directions with which the arrestee is encouraged to comply. Verbal commands are the most desirable method of dealing with an arrest situation.

IV. PROCEDURES

A. General

1. Whenever possible, officers shall use de-escalation techniques prior to using force. These techniques include, but are not limited to:
 - a. Employ effective communication techniques to engage individuals who are not compliant to defuse conflict and achieve voluntary



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compliance before resorting to a force option(s). These techniques may include:

- i. Establishing rapport;
 - ii. Using appropriate voice intonation;
 - iii. Asking questions or providing advice;
 - iv. Verbal persuasion;
 - v. Verbal instruction; or
 - vi. Advisements and warnings.
- b. Utilizing the Crisis Intervention Team.
 - c. Using distance, cover or tactical repositioning.
 - d. “Slowing down” situations that do not pose an immediate threat.
 - e. Apply the Proportionality Test: is the response proportional to the threat?
2. Force by the officer shall be de-escalated immediately as resistance from the subject decreases.
 3. When feasible based on the circumstances, officers will use disengagements; area containment; surveillance; waiting on a subject; summoning additional units; and/or calling in specialized units, in order to reduce the need for force and thereby increase officer, suspect, and civilian safety.
 4. Officers shall allow individuals time to submit to arrest before force is used, whenever possible.

B. Use of Force Authorization and Limitations

1. Officers of the Department are authorized to use only the amount of force necessary to accomplish lawful objectives. Force may be used:
 - a. To effect an arrest or prevent the escape from custody of a person whom the officer reasonably believes has committed an offense.
 - b. To defend the officer or others from the use, or imminent use, of



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physical force.

- c. To take persons into protective custody when authorized by law, such as persons who are a danger to themselves or others, persons incapacitated by alcohol, and/or runaway children.
 - d. Non-deadly force may be used to prevent someone from committing suicide or inflicting serious physical injury upon themselves. Officers should carefully evaluate the need for the use of non-deadly force options in this situation, and weigh the risk of using force against the potential effectiveness on the subject.
 - e. To assist a licensed physician or psychologist in providing necessary medical treatment.
 - f. To control a situation, and to overcome passive or active resistance to a lawful order.
 - g. To neutralize an unlawful assault and defend themselves or others from harm.
2. Where feasible, officers should attempt to determine whether an individual's failure to comply with an order is the result of one of the following factors. If the individual's failure to comply with an order is based on one of the following factors, the officer shall determine whether physical force (and what level of force) is necessary and appropriate to resolve the situation in a safe manner. The factors include:
- a. Medical conditions;
 - b. Mental impairment;
 - c. Developmental disability;
 - d. Physical limitation;
 - e. Language barrier;
 - f. Drug interaction;
 - g. Behavioral crisis; and
 - h. Other factors beyond the individual's control.



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3. The authorized use of physical force ends when resistance ceases and/or the officer has accomplished the purpose necessitating the use of force. Justification for the use of force is limited to the facts known or perceived by the officer at the time such force is used, including levels of resistance, suspect's behavioral cues, the number of officers and/or offenders present, and the availability of other options. Officers are responsible for acquiring as much information as reasonably possible in each situation prior to using force.
4. Force shall never be used to subject a person to torture and/or other cruel or inhumane or degrading treatment or punishment.
5. All sworn personnel shall receive in-service training on all Department use of force policies.

C. Verbal Warning

When tactically feasible, an officer will identify him/herself as a police officer and issue verbal commands and warnings prior to the use of force. When feasible, an officer will allow the subject an opportunity to comply with the officer's verbal commands. A verbal warning is not required in circumstances where the officer must make a split-second decision, or if the officer reasonably believes that issuing the warning would place the safety of the officer or others in jeopardy.

D. Use of Deadly Force in Defense of Human Life

1. An officer is justified in using deadly physical force only when he or she has an objective reasonable belief that such force is necessary to:
 - a. Defend the officer, or a third person, from a subject that is posing a current, active and imminent use of deadly physical force (physical force that can be reasonably expected to cause death or serious physical injury); AND
 - b. The officer has exhausted all reasonable alternatives to deadly force, including de-escalation, other reasonable means of apprehending the suspect, defending themselves or others; AND
 - c. The officer has an objectively reasonable belief that using deadly force would not create a substantial risk of injury to a third party.

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- a. Effect an arrest or prevent the escape from custody of a person whom they reasonably believe has committed, or attempted to commit a felony involving the infliction of serious physical injury or death; AND
 - b. The officer reasonably believes this person still poses a significant threat of death or serious physical injury to the officer or other persons. Where feasible, the officer should give warning of the intent to use deadly physical force; AND
 - c. The officer has exhausted all reasonable alternatives to deadly force, including de-escalation, other reasonable means of apprehending the suspect, defending themselves or others; AND
 - d. The officer has an objectively reasonable belief that using deadly force would not create a substantial risk of injury to a third party.
2. Officers shall reassess the situation, when feasible, to determine whether the subject continues to pose a current and active threat. An officer is not justified in using deadly force at any point in time when there is no longer an objectively reasonable belief that the suspect currently and actively poses an imminent threat of using deadly physical force, even if deadly force would have been justified at an earlier point in time.

E. Deadly Force Restrictions

1. Warning Shots Prohibited

Officers are prohibited from discharging their firearms as a means of warning or frightening a person, or sounding a call for assistance.

2. Shooting at or from Moving Vehicles

- a. Officers are prohibited from discharging their firearms at or from a moving vehicle, motorcycle, or bicycle (collectively, “moving vehicle”) unless officers reasonably believe deadly force is necessary to defend the officer or a third person from the use, or imminent use, of deadly force. For purposes of this policy, officers will not discharge their firearms at moving vehicles except under extreme circumstances. Such discharges will be rigorously scrutinized.



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- b. Moving into or remaining in the path of a moving vehicle shall not be justification for discharging a firearm at the vehicle or any of its occupants.

3. Individuals who pose a danger only to themselves

Officers are prohibited from using deadly force against individuals who pose a danger only to themselves and not to other members of the public or to officers. Officers should be prepared to exercise considerable discretion to wait as long as necessary so that the situation can be resolved peacefully.

4. Officer tactics contributing to the use of force

Officers shall not exacerbate the need to use deadly force by taking unnecessary, overly aggressive, or improper actions. *Whenever possible*, officers should de-escalate, withdraw, take cover or reposition rather than immediately resorting to the use of force. The evaluation of an officer's use of force will include consideration of the officer's tactical conduct and decisions leading up to the use of deadly force

5. Risk to Innocent Bystanders

When officers are about to discharge their firearms they should be aware of their field of fire, including the backdrop, so as to avoid creating an unnecessary, substantial risk of harm to innocent persons. Officers are prohibited from discharging their firearms when, based on the totality of the circumstances, discharging a firearm would constitute a greater risk to innocent human life than the subject's actions. *(i.e. discharging a firearm into a crowd, or shooting into a building or through a wall, where the subject is not clearly identified and it is unknown if there are other occupants present.)*

6. Pointing Weapons

Officers are prohibited from pointing their firearms at or in the direction of a person, absent an objectively reasonable determination that the situation may escalate to the point where deadly force would be authorized under this policy. When it is determined that the use of deadly force is not necessary, officers shall, as soon as practicable, secure or holster their firearms. It is the policy of this Department that drawing a firearm and pointing it at a person is considered a use of force and must be documented as such.



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7. Use of Firearm to Destroy Animals

- a. Officers may use deadly force against an animal that represents a threat to the officer or to public safety.
 - i. A supervisory investigation is required for the use of deadly force against an animal that was a threat.
- b. Deadly force is also authorized as a humanitarian measure, where an animal is so seriously injured or ill that humaneness demands its immediate removal from further suffering.
 - i. Every effort should be made to obtain assistance from the Animal Control Officers, Connecticut Department of Energy & Environmental Protection (DEEP), or Connecticut Humane Society to remove an animal that is badly injured or sick and only when such assistance is not immediately available should firearms be used to remove it from further suffering.
 - ii. Whenever possible, officers should first seek the authorization of their supervisor and, whenever practical, authorization from the animal's owner.
 - iii. Officers using deadly force as a humanitarian measure on an injured or ill animal shall document the action on a CIR with a case number and fill out an HPD form-9 (Firearms Discharge Report).
 - iv. Supervisors shall complete an Unusual Occurrence Report (UOR). No further documentation is required.

8. Use of Department Weapons for Training and Other Purposes

Officers may discharge their firearms for the purpose of practice, firearms training, when on the police range or other established shooting ranges, or when authorized by the Chief of Police to participate in law enforcement competition events.

9. Use of Firearms While Under the Influence of Alcohol and/or Drugs

Officers shall not carry or use any firearms or weapons while impaired by alcohol, drugs, or any other medical condition that might interfere with their judgment or proficiency.



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10. Security, Storage, and Safe Handling of Firearms

Officers shall be trained in accordance with Department guidelines and shall obey all safety rules when handling any firearm or any other weapon. No person other than Hartford Police Department Officers shall be permitted access to any Department-owned firearm, with the exception of police officers from other jurisdictions in the official performance of their duty; for repair or maintenance as approved by the Department; or other circumstances with the express permission of the Chief of Police.

Officers will secure and store firearms, both on and off duty, in such a way as to ensure that no unauthorized person will have access to or gain control over the firearm. All Department firearms kept at home must be secured in a safe place, inaccessible to family members, especially children.

Whenever an officer is in the Department and removes his/her handgun or other weapon, the item must not be left in the open and must be secured so that it is not readily accessible to civilians, suspects, victims, or witnesses.

F. Use of Force

Officers shall only use weapons and control techniques that are issued and/or approved for use by the Department. The use of non-deadly force shall be limited to defensive and control purposes. Officers shall use only the reasonable amount of force necessary to overcome resistance or accomplish the police task. The use of non-deadly force shall conform to applicable Department standards, policies, procedures, and training. Officers shall not carry any non-deadly weapons, or employ any non-deadly techniques, prior to successfully completing the relevant Department-approved training for each weapon or technique.

1. Authorization to Use Non-Deadly Force

Officers are authorized to use Department approved, non-deadly force techniques and authorized weapons to:

- a. Prevent the escape from custody, or to effect a lawful arrest, of a person whom the officer reasonably believes has committed an offense; or
- b. Protect or defend the officer or others from what he/she reasonably believes to be active resistance while effecting or attempting to effect an arrest, or while preventing or attempting to prevent an escape.



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NOTE: Nothing in this policy is intended to discourage officers from using a higher level of force whenever such force is necessary and objectively reasonable under the circumstances.

2. Non-Deadly Force Restrictions

The following non-deadly force tactics are permitted in circumstances only when deadly force is authorized by this policy:

- a. Any chokeholds or neck restraints, with or without a device, or other method of restraint applied to the neck area of another person that restricts a person's airway or blood circulation (vascular restraint), including but not limited to:
 - i. Arm bar neck hold (NOTE: for the purposes of **this section only**, an arm bar neck hold shall be defined as holding any part of one's arm across or around someone else's neck. It is understood that an Arm Bar is a common and acceptable arrest and control technique involving the manipulation of a joint-typically the elbow);
 - ii. Carotid artery hold;
 - iii. Lateral vascular neck restraint; or
 - iv. Neck restraint or hold with a knee or other object.
- b. Any strike with an impact weapon or object to a person's head or neck; and/or
- c. Any strike to the head or neck using flashlights, radios, or any other items not issued or trained specifically as defensive weapons.

In limited circumstances when a confrontation escalates suddenly, however, officers may use any means or device at hand such as a flashlight, radio, and other issued equipment, to defend themselves, or another person, or to bring a situation under control. This decision should be based on the circumstances surrounding the officer at the time, as long as the level of defensive action is objectively reasonable given the existing circumstances.

- d. Force shall not be used against persons in handcuffs, except as objectively reasonable to prevent imminent bodily harm to the officer or another person or persons, to prevent escape, or where physical removal is necessary to overcome passive resistance.



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3. Impact Weapons

Authorized impact weapons may be used only when an officer is confronted with actual or imminent active aggression against him/herself or another person.

4. Oleoresin Capsicum (OC Spray)

Authorized OC spray is an alternative to physical control techniques and the use of other intermediate weapons. As with any other use of force, however, OC spray must not be used indiscriminately or without justification. Officers must be able to articulate the reason(s) the subject was sprayed with OC spray.

OC spray shall be utilized as issued and authorized to prevent injury to the subject(s), officers and others. (Refer to Policy 3.03 for specifics regarding the authorized use of an OC spray.)

OC spray shall not be used on children who appear to the officer to be under twelve (12) years of age except in circumstances involving a danger to life or limb (Cintron).

5. Electronic Control Weapon

An Electronic Control Weapon (i.e., TASER®) is authorized for use when other less lethal options have been ineffective, or when it reasonably appears that such options will be ineffective in subduing the subject. Electronic Control Weapons shall only be used in situations where the subject is actively resisting or attempting to avoid arrest by escape and poses an imminent threat to the safety of him/herself, another person, or the officer. (Refer to Policy 3.02 for specifics regarding the authorized use of an electronic control device.)

G. Training and Qualifications

In addition to training required for firearms qualification, officers shall receive Department authorized training designed to simulate actual situations and conditions and, as otherwise necessary, to enhance officers' discretion and judgment in using deadly and non-deadly force in accordance with this policy.

1. All training, including remedial training, will be documented.
2. All officers shall, at least annually, receive in-service training in the Department's Use of Force Policy and related case law updates.



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3. All officers qualified in the use of impact weapons, OC spray, and control techniques shall, at least every two years, re-qualify on such weapons or techniques under the instruction of a certified instructor. Officers qualified to use electronic control weapons shall re-certify annually.
4. Training and proficiency results for any authorized weapon will be documented in the training files. Officers must demonstrate proficiency with weapons in compliance with POSTC requirements.
5. All officers who fail to demonstrate the required proficiency with Department issued weapons shall receive remedial training. Remedial instruction for Department issued firearms shall follow the Department's Firearms Policy.
6. An officer failing to demonstrate proficiency with a weapon shall not return to duty with that weapon until such time as proficiency is demonstrated and documented.
7. Only officers demonstrating proficiency in the use of Department authorized weapons shall be approved to carry such weapons.

H. Provide Medical Aid

1. Any time a person has visible injuries or complains of being injured as a result of force used against him/her by an officer, the officer must take appropriate actions to ensure medical attention is provided to the injured person as soon as possible. This includes providing first aid, requesting emergency medical services, and/or arranging for other transportation to a hospital or emergency medical facility.
2. Officers shall be trained in proper treatment procedures for persons exposed to chemical sprays and the effects of other non-deadly force. If the person is offered and/or refuses treatment, this refusal shall be recorded in the Incident Report, along with all relevant information. In addition, the officer will also notify their supervisor as soon as practical. If warranted, the supervisor will arrange to have photographs taken of the person's injuries and those photographs will be attached to the police report.

I. Maintenance and Accountability for Weapons:

1. The Firearms Training Unit will maintain a list of all approved weapons and ammunition that will be made available to all employees. The unit will also maintain inventory reports for all weapons authorized by the agency.



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2. All firearms will be inspected by a Range Master/Armorer for proper functionality prior to issuance to an officer. Only weapons and ammunition authorized by the agency may be used by agency personnel in the performance of law enforcement duties.
3. All less lethal weapons will be reviewed, inspected and approved by a qualified weapons instructor for proper functionality prior to being issued for carry.
4. At each training session for lethal or non-lethal weapons, the instructor will conduct an inspection of all weapons assigned to each officer present and confirm that:
 - a. The weapons are properly assigned to the officer carrying the weapon;
 - b. That the weapons (lethal and non-deadly) are in working order; and
 - c. That inventory records accurately reflect weapons assigned to individual officers.
5. The procedures listed above will also apply to any weapons authorized by the agency for off-duty carry.
6. Whenever a Department weapon is found to be unsafe or not functioning properly, it will be immediately turned in by the officer and the officer will be issued a replacement. An inventory of replacement firearms and less lethal weapons will be maintained and available for issuance when needed.

J. Factors to Consider in Use of Force

The factors that may be used to determine whether an officer used the appropriate amount of force include (but are not limited to):

1. The seriousness of the suspected crime or offense;
2. The level of resistance presented by the individual;
3. The risk of escape;
4. The conduct of the individual being confronted by the law enforcement officer;



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5. Whether the force is being used against an individual who appears to be having a behavioral or mental health crisis, a person with mental illness, or a person who is otherwise in distress;
6. The time available to the officer to evaluate the situation and decide on a course of action;
7. The availability of other feasible, less intrusive force options;
8. The ability of the officer to provide a meaningful warning before the use of force;
9. The officer's objectively reasonable belief that the individual is in possession of, appeared to possess, or was in close proximity to a deadly weapon, or a weapon that can inflict serious bodily injury on the law enforcement officer or bystanders; and
10. The tactical conduct and decisions made by the officer preceding the use of force, including efforts to deescalate.

K. Duty to Intervene

1. All Hartford Police Officers shall immediately intervene and stop the unreasonable, excessive or illegal use of force by another police officer.
2. Any Hartford Police Department employee (sworn or civilian) shall intervene within their scope of authority and training and notify appropriate supervisory authority if they observe another agency employee engage in any unreasonable use of force or if they become aware of any violation of departmental policy, state/provincial or federal law, or local ordinance.
3. Any Hartford Police Department employee who directly observes a use of force that is unreasonable, excessive or otherwise in violation of this policy and/or a violation of state or federal statute (illegal), shall contact a supervisor as soon as practicable;
4. Any Hartford Police Department employee who has knowledge of excessive, unreasonable or illegal use of force against a person shall notify a supervisor immediately and submit a written incident report to a supervisor by the end of his/her shift; and



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5. There is a prohibition against retaliation for any Hartford Police Department employee that intervenes against excessive use of force, reports misconduct, or cooperates in an internal investigation.